



## AHA Team Training

# Flipping the Leadership Algorithm

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AHA CENTER FOR HEALTH  
**INNOVATION**

# Today's Presenters



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# Today's Objectives

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Learner will recognize the need to flip the leadership algorithm.

Learner will identify at least one method of inviting teammates into process improvement projects

Learner will identify the advantages of asking better questions

A group of hikers is silhouetted against a bright sunset sky as they ascend a mountain ridge. The hikers are using trekking poles and carrying backpacks. The background shows a vast landscape of rolling hills and valleys under a warm, orange and yellow sky.

# Flipping the Leadership Algorithm

Jan Brauer RN BSN MA & Rhonda Fischer RN BSN CEN



The only thing consistent  
is...*change*

- 2020...procedures
- 2021...predictions
- 2022...people

Life feels a bit...  
slippery

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- Organizational impact
- Personal impact



# Flip the way we view the challenge

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What do you have?  
Strengths you can offer?  
Strengths the team offers?



# Let's change the algorithm

## ABCs of Leadership

- Accountability
- Belonging
- Caring



## Flipping the Leadership algorithm

- **CARE**  
Start with the heart
- **BELONG**  
Invite to contribute
- **Ask a better question**  
Dig deeply into motivation





# CARE

- Who are the stars?
- Who are the steadies?
- Who are the survivalists?



# CARE = Communication

- Concern
- Confidence
- the power of positive rounding



CARE leader tip: Feed the hungry

# BELONG

- *Relational* leadership is foundational to change
  - Invite to identify the gaps present
  - Invest in staff ready to lean in and create solutions





What strengths are on your team?



Individually?

By shift?



# BELONG leader tip: Invite to solve with you

- Invite & Invest
- How to invite:
  - Share vision
  - Celebrate
  - Release with guardrails
  - Say yes



# ASK a better question

From directing to coaching

Essentials of coaching model:

Time

Follow through

Conflict management



# Coach asking great questions

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- What would it look like?
- When do you plan for that to be done?
- What will it take to get this to turn around?







ASK Leader tip:

lead with curiosity

# How to flip your leadership algorithm



## CARE

Communication

Feed the hungry

## Belong

Invite and invest

Hold up the mirror

## Ask a better question

Coach

Curiosity

# Key Takeaways

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To flip your leadership algorithm:

1. Start with heart
2. Invite and invest
3. Ask a better question

Questions?





**Questions? Stay in Touch!**

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